

# EXHIBIT J

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UNITED STATES DISTRICT COURT  
IN AND FOR THE DISTRICT OF NEVADA

LUCERO SANCHEZ, )  
Plaintiff, )  
vs. ) Case No.:  
RENOWN HEALTH, a Nevada Non-Profit ) 3:21-cv-00352-MMD-WGC  
Corporation, and DOES 1-20, inclusive, )  
Defendant. )  
\_\_\_\_\_ )

RECORDED DEPOSITION OF ARMANDO HERNANDEZ-GUERRERO  
Taken on October 24, 2022  
At 1:34 p.m.  
750 Sandhill Road, Suite 120  
Reno, Nevada 89521

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1           A.    No.   Well, I help in every single aspect at  
2   work.

3           **Q.    Did you work with Herman Pineda?**

4           A.    Before, I did.

5           **Q.    How would you describe Herman as a**  
6   **supervisor?**

7           A.    Well, as a supervisor, he was a good person.  
8   He was strict, he wanted everything clean, and that's  
9   how things were done.

10          **Q.    Do you know why Mr. Pineda is no longer**  
11   **employed with Renown?**

12          A.    Well, I heard rumors that he was let go for  
13   some -- because of some delicate issues.

14          **Q.    What rumors did you hear as to why he was let**  
15   **go?**

16          A.    Well -- well, I -- I heard that he was doing  
17   parties, you know, parties, banquets, that kind of  
18   thing with the food from Renown, and then he would keep  
19   the money.

20          **Q.    Do you have any reason to believe that that**  
21   **was true?**

22          A.    I think so. I think so, yes. Yes, I would  
23   say so.

24          **Q.    How would you describe Ms. Sanchez's working**  
25   **relationship with Mr. Pineda?**

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1           A.    Well, they were very close at work, you know,  
2   and you know, regarding the money, I knew there was  
3   something going on.

4           **Q.    Why do you think there was something going on**  
5   **regarding the money?**

6           A.    Well, because sometimes, you know, I -- well,  
7   when -- there were things that went missing, food that  
8   went missing, you know.  He would ask for food, he  
9   would pick it up, and then he would bring back -- back  
10  the boxes, but they were open.

11          **Q.    And at the time this was happening, what**  
12 **position did Ms. Sanchez hold?**

13                   INTERPRETER:  And I will request a  
14  repetition.

15                   THE WITNESS:  She did all the accounting, all  
16  the billing from the -- regarding the sales in the  
17  cafeteria.

18  BY MS. KETNER:

19          **Q.    Is it your understanding that she did the**  
20 **accounting and the billing for the food that was**  
21 **ordered by Mr. Pineda?**

22          A.    They were taking care of that.

23          **Q.    Did Ms. Sanchez perform other duties related**  
24 **to gathering the -- the catering food?**

25          A.    Well, she handled the register and did all

1 the paperwork on -- on weekends and month end.

2 Q. When Mr. Pineda was terminated, who did the  
3 catering and special events?

4 A. I think Kristin, Ms. Kristin? Kristin Fole  
5 or something.

6 Q. Kristin Foley?

7 A. Yeah -- yeah, but there were not a lot of  
8 events or banquets after that.

9 Q. Why weren't there a lot of events or banquets  
10 after that?

11 A. I don't know, but I think that because they  
12 didn't know who was going to handle that. That's what  
13 I imagine.

14 Q. So if there weren't many special events after  
15 that, there wasn't any paperwork to do with the events,  
16 right?

17 MR. BUSBY: Object to the form.

18 THE WITNESS: Uh-huh.

19 BY MS. KETNER:

20 Q. If Ms. Sanchez was responsible for doing the  
21 paperwork for the events, but there weren't any events,  
22 what did Ms. Sanchez do, then, after Mr. Pineda's  
23 termination?

24 A. Well, she was still running the register, and  
25 later on, they started taking functions away from her,

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1 or roles away from her job.

2 Q. Did Ms. Sanchez always run the cash register?

3 A. Yes.

4 Q. So that was a part of her job duties, even  
5 when she was the FNS coordinator?

6 A. Yes.

7 Q. You testified that they were putting pressure  
8 on her. When you say, "they," who did you mean?

9 A. Well, the people that I saw there, they were  
10 mostly -- most of the time it was Christina and  
11 Kristin. Those were the -- the main people.

12 Q. Do you have any reason to believe that  
13 Christina and Kristin were putting pressure on Ms.  
14 Sanchez because she's Mexican?

15 A. No, I don't think so.

16 Q. Do you have any reason to believe that  
17 Christina and Kristin were putting pressure on Ms.  
18 Sanchez because she his -- is Hispanic?

19 A. No, I don't think so.

20 Q. Why do you believe Christina and Kristin were  
21 putting pressure on Ms. Sanchez?

22 INTERPRETER: I'm going to request a  
23 repetition.

24 THE WITNESS: Well, I think they wanted her  
25 to quit her job, and that's when -- that's why I think

1 the -- at the register. She just needed to look

2 through all the receipts and everything.

3 Q. Did you ever see Ms. Sanchez work as a

4 dishwasher?

5 A. Every so often.

6 Q. Do you know why she worked as the dishwasher?

7 A. Well, that I remember, she wasn't really

8 working in the office anymore, so they wanted to keep

9 her busy. What else should she have done?

10 Q. Do you know if she was scheduled as a

11 dishwasher in order to keep her -- her giving -- giving

12 her some hours during the week?

13 A. No, no. What do you mean, dishwasher?

14 Q. Yeah.

15 A. No, no, no.

16 Q. You testified that you remember Ms. Sanchez

17 hurting her knee at work?

18 INTERPRETER: The interpreter will need

19 clarification.

20 THE WITNESS: I -- yeah, well, I testified

21 because while I was there, I remembered that she

22 tripped over a piece of plastic and fell.

23 BY MS. KETNER:

24 Q. I'm going to hand you what we'll mark as

25 Exhibit 3. Oh, can you switch? I have the black and

1 white for you, Luke. Can you give --

2 MR. BUSBY: Oh yeah, sure.

3 MS. KETNER: Thank you.

4 BY MS. KETNER:

5 Q. This photo is Bates-stamped Sanchez 000039.

6 Mr. Hernandez, do you recognize what is depicted in

7 that photo?

8 A. Well, yeah, there's a chair with the cash

9 register she used to sit.

10 Q. Do you know why that -- do you know if that

11 chair was there before Ms. Sanchez hurt her knee?

12 A. Well, they would use it when they were tired,

13 but they didn't -- I didn't see it there very often.

14 Q. Okay. Did you ever see Ms. Sanchez sitting

15 in the chair?

16 A. Yes.

17 Q. Okay. And what time of the day would you see

18 her sitting in the chair?

19 A. Well, sometimes I would see her when I was

20 there. Sometimes, I would see her when I was going

21 there delivering food or when I was walking by to take

22 my break.

23 Q. What time did you take your break?

24 A. Well, I would do it whenever I didn't have a

25 lot of things to do.



1 Q. What about the breakfast time?

2 A. From 8:30 to 9:30.

3 Q. Do you know why Ms. Sanchez was transferred  
4 from the FNS coordinator position to the cashier  
5 position?

6 A. Well, I don't know. I really can't tell, but  
7 I imagine that it's because they were going to put  
8 another person in charge.

9 Q. Who performs the FNS coordinator duties  
10 today?

11 A. I think -- I think it's my supervisor.

12 Q. So does the supervisor do the -- the billing  
13 and the paperwork?

14 A. Yes.

15 Q. Does -- does anybody hold the title "FNS  
16 Coordinator" today?

17 A. Not that I know of. I don't know.

18 Q. Going back to the photograph of the stool  
19 that we marked as Exhibit 3, did you see anyone other  
20 than Ms. Sanchez using that stool to sit?

21 A. When there was another cash register there,  
22 they would sit there also.

23 Q. Were there --

24 A. Well, there was a chair here, and then there  
25 was another chair here on this other side.

1 Q. Is he saying that there are two cash  
2 registers?

3 A. Sometimes, there were two when we were  
4 busier.

5 Q. And there were two chairs, one chair behind  
6 each cash register?

7 A. No, there was just one on this side and one  
8 on this other side.

9 Q. How many total chairs were there behind the  
10 cash registers?

11 A. Well, there was just this chair and another  
12 one on this side, a total of two.

13 Q. Okay. Did you ever see Ms. Sanchez not using  
14 the chair when it was there?

15 A. Yes.

16 Q. Okay. What was she doing when she wasn't  
17 using the chair?

18 A. She was standing.

19 Q. Okay, but it appeared that -- to you that she  
20 could have used the chair if she wanted to sit?

21 A. Yes.

22 Q. When you saw Ms. Sanchez performing her job  
23 duties, was she most often sitting, most often  
24 standing, or most often walking around?

25 A. Everything.

1 Q. Okay, so she was able to sit the same amount  
2 of time that she was walking and the same amount of  
3 time that she was standing?

4 A. Yes.

5 Q. Okay. Do you know Justin Bart?

6 A. Yes.

7 Q. Who is he? What position does he hold?

8 A. Well, I think he's our boss.

9 Q. What do you think of Justin Bart?

10 A. He's a good person.

11 Q. Do you think he's fair?

12 INTERPRETER: Interpreter is going to need  
13 clarification. Okay. It -- it's slang, my apologies.

14 THE WITNESS: He has to pressure people, just  
15 like, you know, everybody needs to get pressured to do  
16 work.

17 BY MS. KETNER:

18 Q. Have you ever had a problem that you've had  
19 to talk to Mr. Bart about?

20 A. No.

21 Q. What did you think of Rhonda Tu as a  
22 supervisor?

23 A. Well, for me it's, you know, normal. You  
24 know, I'm supposed to go there and work and obey.

25 Q. Did you think that Rhonda was fair?

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1 A. Yes.

2 Q. Did you ever have a problem that you had to  
3 talk to Rhonda about?

4 A. No.

5 Q. What did you think of Kristin Foley as a  
6 supervisor?

7 A. Well, I don't think he had a lot of  
8 experience. And I say that because I was a supervisor  
9 in a casino, so based on that, I don't think he was  
10 very experienced.

11 Q. Kristin Foley?

12 A. Uh-huh.

13 Q. Did you think Kristin Foley was fair?

14 A. Yes.

15 Q. Did you ever have a problem that you had to  
16 talk to Ms. Foley about?

17 A. No.

18 Q. Do you have any reason to believe that Justin  
19 Bart treated Ms. Sanchez differently because she's  
20 Mexican and/or Hispanic?

21 A. No.

22 Q. Do you have any reason to believe that Rhonda  
23 Tu treated Ms. Sanchez differently because she is  
24 Mexican and/or Hispanic?

25 A. No.

1 Q. Do you have any reason to believe that  
2 Kristin Foley treated Ms. Sanchez differently because  
3 she is Mexican and/or Hispanic?

4 A. No.

5 Q. Other than knowing that Ms. Sanchez hurt her  
6 knees at work, what else do you know about her injury?

7 A. Well, I don't -- I don't really talk to them  
8 much and I haven't seen her in a long time.

9 Q. When Ms. Sanchez hurt her knees, were -- did  
10 you ever see any of her doctor's notes?

11 A. No.

12 Q. Okay, so you don't know anything about the --  
13 the physical restrictions or limitations that might  
14 have been imposed by her doctors?

15 A. No, I don't know anything about that.

16 Q. Did you ever have any conversations with  
17 Rhonda Tu about Ms. Sanchez's knee injury?

18 A. No, I -- I rarely spoke to her.

19 Q. Did you ever -- did you ever overhear Ms.  
20 Sanchez complain? Did Ms. Sanchez ever complain to you  
21 that she couldn't do some of the job duties?

22 A. No, no.

23 Q. Did you ever hear Ms. Sanchez complaining to  
24 others that she couldn't do some of the job duties?

25 A. No, I don't remember any of that. I would

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1 CERTIFICATE OF RECORDER

2 STATE OF NEVADA )

3 )

4 )

5

6 NAME OF CASE: LUCERO SANCHEZ, PLAINTIFF VS

7 RENOWN HEALTH, DEFENDANT

8

9 I, Rachael Brown, a duly commissioned Notary Public,  
10 authorized to administer oaths or affirmations in the State of  
11 Nevada, do hereby certify: That I recorded the foregoing  
12 deposition of the witness, Armando Hernandez October 24, 2022.

13 That prior to being examined, the witness was duly sworn to  
14 testify to the truth. That deposition was recorded via audio and  
15 video pursuant to NRCP30(b)(3) and said deposition recording is a  
16 complete, true, and accurate recording of deposition testimony.  
17 A transcript was created by E-Depositions LLC to aid the audio video  
18 recording. A review of the deposition [ ] was [X] was not  
19 requested by the deponent and [ ] was [X] was not requested by a  
20 party of the action. If a review was requested, any changes  
21 communicated to me by the deponent during the period allowed are  
22 appended hereto.

23 I further certify that I am not a relative or employee of  
24 an attorney or counsel of any of the parties, nor a relative or  
25 employee of an attorney or counsel involved in said action, nor

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1 a person financially interested in the action.

2 IN WITNESS WHEREOF, I have hereunto set my hand in the City  
3 of Reno.

4

5

6



7 Rachael Brown

8 Notary Public

9 Appointment No. 22-1620-02

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